

Policy 601: ANTI-HAZING POLICY

Policy Owner	Dean of Students
Policy Steward(s)	Title IX & Compliance Officer, Executive Director of Campus Safety, Athletics Compliance Officer, Associate Dean of Student Engagement & Belonging
Approving Body	PEC
Internal/External Viewing	Internal & External

I. PURPOSE

The purpose of this Anti-Hazing Policy is to uphold the safety, dignity, and well-being of all students at the University of La Verne. The University recognizes the harmful effects of hazing and is committed to providing an environment free from intimidation, coercion, and harm. This policy is designed to comply with the provisions outlined in state and federal Stop Campus Hazing Acts (AB 2193 and **HR 5646, respectively**) and to prevent hazing activities within the University community. This includes:

- Improving awareness and transparency of hazing, hazing policy and hazing incidents;
- Prevent hazing through campus-wide education and training for students, faculty and staff;
- Reporting hazing incidents as required by state and federal law

II. SCOPE

This policy applies to all students, student organizations, and any affiliated persons or groups, including but not limited to fraternity and sorority members, athletic teams, clubs, or any other student groups affiliated with the University. The policy governs all activities that occur on University property or in connection with University-affiliated events, both on and off-campus, including social events, recruitment activities, team-building exercises, and any other group gatherings.

III. DEFINITIONS

- A. **Hazing:** Any intentional, knowing, or reckless act or process committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or person to participate, that:
- a. Is committed in the course of an initiation or preinitiation into, an affiliation with, or the maintenance of membership in, a student organization or the student body; and
 - b. Causes or creates a risk, above the reasonable risk encountered in the course of participation in approved university activities (such as the physical preparation necessary for participation in an athletics team), of physical or psychological injury including:
 - i. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - iii. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

- vi. any activity against another person that includes a criminal violation of local, State, or Federal law; and
 - vii. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law;
 - viii. hazing does not include customary athletic events or university-sanctioned events.
- B. **Student Organization:** An organization at the University of La Verne (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band or student government) in which two or more of the members are students enrolled at the University, regardless of whether or not the organization is established or recognized by the institution
- C. **Recognized Student Organization:** Any group, club, team, or collective that is recognized or authorized by the University, including fraternities, sororities, athletic teams, and academic clubs. Information on recognition process is available at <https://myportal.laverne.edu/student-organizations/recognition-process>
- D. **Initiation:** The process by which an individual is introduced to or becomes a part of a group or organization, which may include ceremonial activities, training, or other events

IV. POLICY

The University of La Verne strictly prohibits hazing in any form in the course of an initiation into, in affiliation with, or the maintenance of membership in, a student organization.

Students who experience, observe or suspect hazing activities are encouraged to report them through [Incident Report Form](#). The Incident Report form allows individuals to report confidentially or anonymously. Faculty, staff, coaches, advisors, or any other University personnel who become aware of hazing incidents must report them to the Dean of Students Office immediately through the [Incident Report Form](#).

Upon receipt of a hazing report, the University will initiate an investigation, which will include interviews with the involved parties, potential witnesses, and any relevant documentation. Investigations will be conducted in accordance with the University's established student conduct process and, for employees, the Employee Handbook, ensuring fairness and impartiality.

If hazing is substantiated, the individuals or groups involved may face disciplinary actions in accordance with the University's Code of Conduct or Employee Handbook, as applicable. Possible Sanctions:

- **Students:** Sanctions may include warnings, suspension, or expulsion.
- **Student Organizations:** May face suspension or permanent revocation of University recognition.
- **Employees:** Addressed per applicable University HR procedures and Employee Handbook.

Beginning January 1, 2025, the University will begin compiling statistics to including hazing incidents in their Clery Safety Report. Hazing incidents will be published annually in the publicly available Clery Safety Report available at [University of La Verne Annual Security Report](#) starting in the Clery Publication for the 2026 year.

The University will create a Campus Hazing Transparency Report as set forth herein and required by the Act. the University's Campus Hazing Transparency Report (CHTR) will be published on the [Code of Student Conduct Webpage](#) which will minimally be updated twice a year by January 30 and July 30. The CHTR will remain published for 5 calendar years from date published. The CHTR will include:

- Name of organization found responsible

- Date of incident
- Summary description of the violation, including whether the violation involved use of alcohol or drugs
- Findings and sanctions
- Date investigation was initiated and date investigation ended
- Date notice provided of finding and sanctions to the organization

The CHTR will not include any personally identifiable information (PII) about any particular student, or any information that could reveal PII.

The University will also, on or before June 30, 2026 and annually thereafter, report to the appropriate policy committees of the California Legislature the number of hazing incidents that constituted a violation of the University's anti-hazing policy and whether the violation was affiliated with a student organization.

This policy and the associated local, state and federal laws as well the process for reporting, procedures used for investigation, summary reports of violations, links to the Clery Report, and educational/training activities focused on raising awareness and preventing hazing will be publicly available through a dedicated webpage within in the Dean of Students Office.

V. APPLICABLE LAWS

- Federal: Anti-Hazing Bill HR 5646 H.R.5646
- California: AB 2193, Stop Campus Hazing Act AB-2193
- California: CA Penal Code Section 245.6

VI. HAZING PREVENTION AND AWARENESS PROGRAM AND PROCEDURES

A. Hazing Prevention and Awareness Program:

- All students, staff and faculty shall be informed of University policies prohibiting hazing, reporting of hazing incidents, including anonymous reporting, disciplinary process and consequences annually.
- A researched informed campus wide comprehensive prevention and outreach program will be made available to students, staff and faculty and shall include:
 - Campus policies and resources relating to hazing, including how to report hazing to appropriate individuals, including anonymous reporting options
 - Hazing awareness and prevention strategies intended to stop hazing before hazing occurs, including the identifying hazing, hazing prevention strategies (i.e. ethical leadership and building of group cohesion without hazing), and bystander intervention strategies.
- The comprehensive prevention and outreach program will be offered annually as part Traditional Undergraduate Student's orientation.
- The comprehensive prevention and outreach program will be offered annually to all athletic team and all recognized student clubs and orgs, including affiliated sororities and fraternities.

B. Support Services:

- The University will provide support for individuals who have been victims of hazing, including counseling services, health services, and academic accommodations, as needed.

C. Collaboration with Law Enforcement:

- In cases where hazing involves criminal activity, such as assault or harassment, the University will collaborate with local law enforcement authorities and ensure that legal action is taken if necessary.

D. Monitoring and Review:

- a. The University will review this policy annually to ensure compliance with **HR 5646** and AB 2193 and to assess its effectiveness in preventing hazing. Changes and updates will be made as necessary to improve prevention efforts and response mechanisms.

History

Approved by PEC on Sept. 9, 2025